

Mental Health Workforce Plan for England

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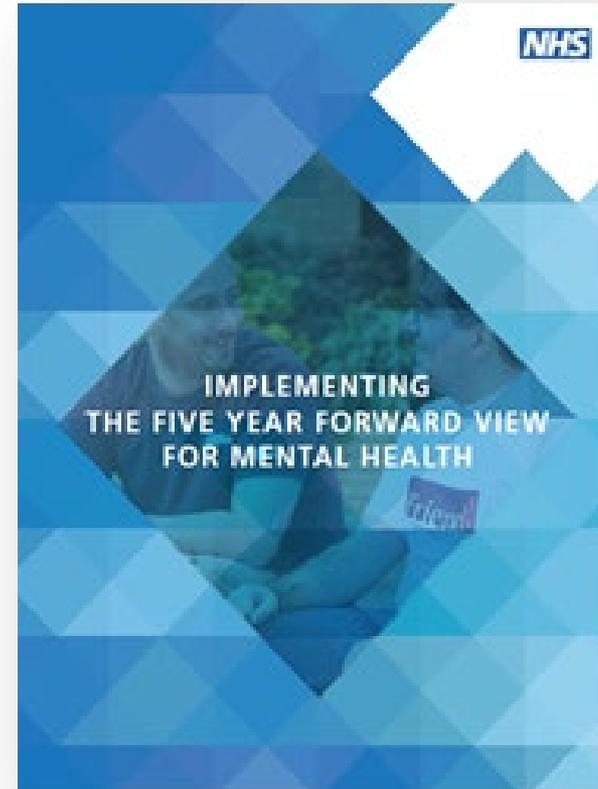


“The *Five Year Forward View for Mental Health* has made an unarguable case for transforming mental health care in England. The costs of mental ill health – whether to the individual, their family or carer, the NHS or wider society – are stark. The opportunity of action cannot be ignored, and this document describes how we will take the action required...

...lays out a roadmap for delivering the commitments made in the *Five Year Forward View for Mental Health* to people who use services and the public “

Chapters set out:

- National-level objectives
- Costs - where & when money will become available
- Planning assumptions
- **Workforce**
- Data, payment and other system levers



Stepping Forward to 2020/21: the mental health workforce plan for England sets out a high level road map and reflects the additional staff required to deliver the transformation set out in the Five Year Forward View for Mental Health and the subsequent Implementation Plan, based on best evidence to date.

HEE is working with key strategic partners and stakeholders to identify the best skill mix to deliver evidence-based care in the optimal way to improve health outcomes

Chapters set out

- Our existing workforce – where are we now?
- Our future workforce – where do we need to be?
- How we will get there: agreed actions
- The Delivery Architecture

**Stepping forward to 2020/21:
The mental health workforce plan for England
July 2017**

A report from Health Education England to support the delivery of the Five Year Forward View for Mental Health in England.

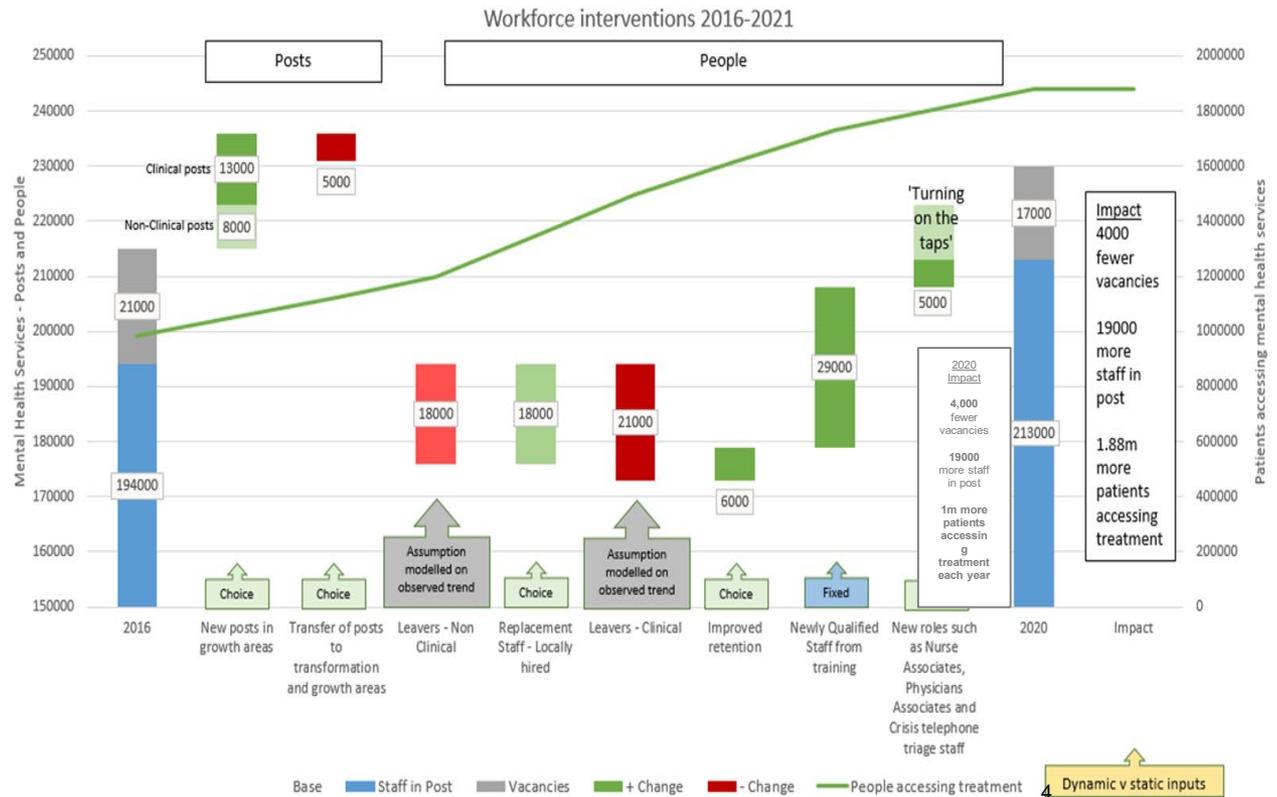
The Mental Health Workforce delivery plan lays out clear actions for providers, STPs, and the national ALBs to delivery the workforce growth and transformation needed to deliver on the FYFV-MH.

- Delivering the FYFV-MH and treating an additional 1million patients each year, using current service models, will need the NHS to employ 19,000 additional staff in 20/21
- ALBs are agreed on the actions needed (on retention, training, etc.) to reach this total, and the aggregate number of staff required
- Service models will be revised over the period to 20/21, meaning fewer than 19,000 staff may be required, however the net gain will exceed the 10,000 additional staff included in the Government's manifesto
- Delivering the growth will require STPs to understand the level of ambition and actions required of them
- **Recognition that these will not all be NHS-employed staff – focus on the wider mental health workforce**

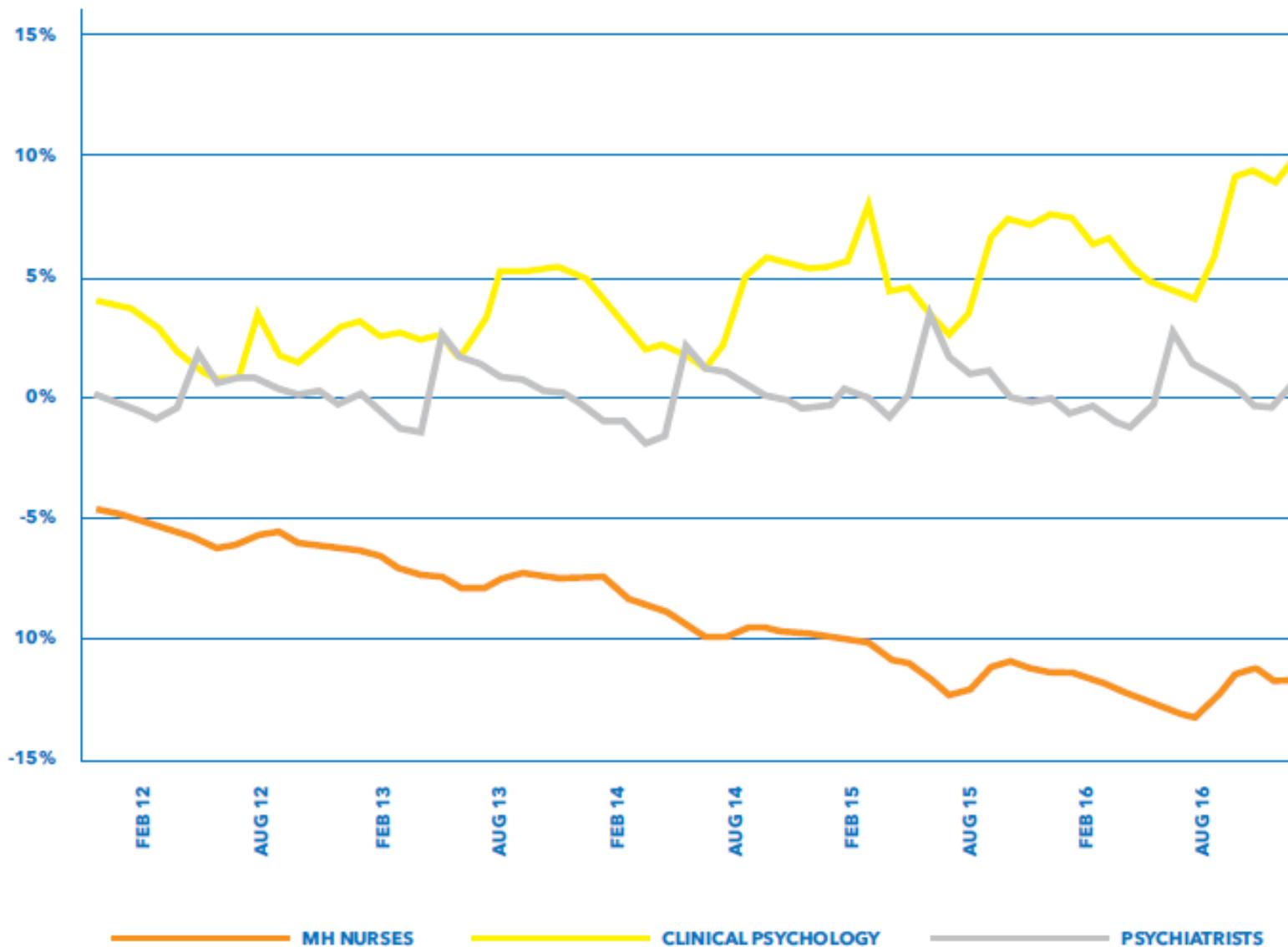
MH Workforce Delivery Plan

Key recommendations:

- **Upfront focus on prevention and early identification;** intervening early to prevent and treat patients
- **Retaining and supporting our existing staff:** NHSI to lead on a programme of support for trusts
- **(Re)designing services:** To ensure we're making the most of the specialists available
- **Encouraging staff back to the NHS:** Return to Practice schemes for shortage groups
- **New skills and roles:** Including Nursing Associates and Physician Associates
- **Attracting people to work in MH:** Making the NHS the "employer of choice" for clinicians
- **Increase the number of trainees and reduce attrition:** Ensuring the pipeline is as productive as possible
- **Robust and mainstreamed local plans for workforce:** Supporting STPs to deliver the strategy
- **Governance and role of Oversight Group:** Allowing the ALBs to actively manage delivery
- **Longer term strategy:** a 10 year view on the size, capabilities, and composition of the MH workforce



COMPARATIVE GROWTH OF MENTAL HEALTH STAFF GROUPS



Programme focus

- Producing good mental health - **population health and public health**
- **Early intervention**
- **Retaining and supporting** existing staff
- Employers supporting clinical staff to release **more time to care** for those that access services
- Encouraging qualified staff to **return to practice** in the NHS
- **International recruitment** to help fill short term gaps
- **New skills, roles and ways of working**
- Expanding the **talent pool**
- **Attracting people** to work in mental health
- Increasing the number of **applicants for clinical training courses**
- Supporting and **retaining trainees**
- **Better intelligence** about the mental health workforce
- Compendium of **best practice**
- **Robust local workforce plans** to grow and transform the MH workforce aligned to service plans

Regional Workforce Plans

The Process

- After working with STPs, CCGs and other key partners, Health Education England Regional Mental Health leads drew together four regional workforce plans earlier this year.
- Each region subsequently developed a delivery plan to demonstrate how they will meet the requirements of both *Stepping Forward* and their own regional workforce plans.
- Data has been, and will continue to be, collected through the NHS's Electronic Service Records (ESR) with the help of NHS Digital. This is then reported to HEE for evaluation.

Implementing the Mental Health Workforce Plan



Health Education England

All 42 of the final Mental Health STP Workforce Plans were submitted in June.

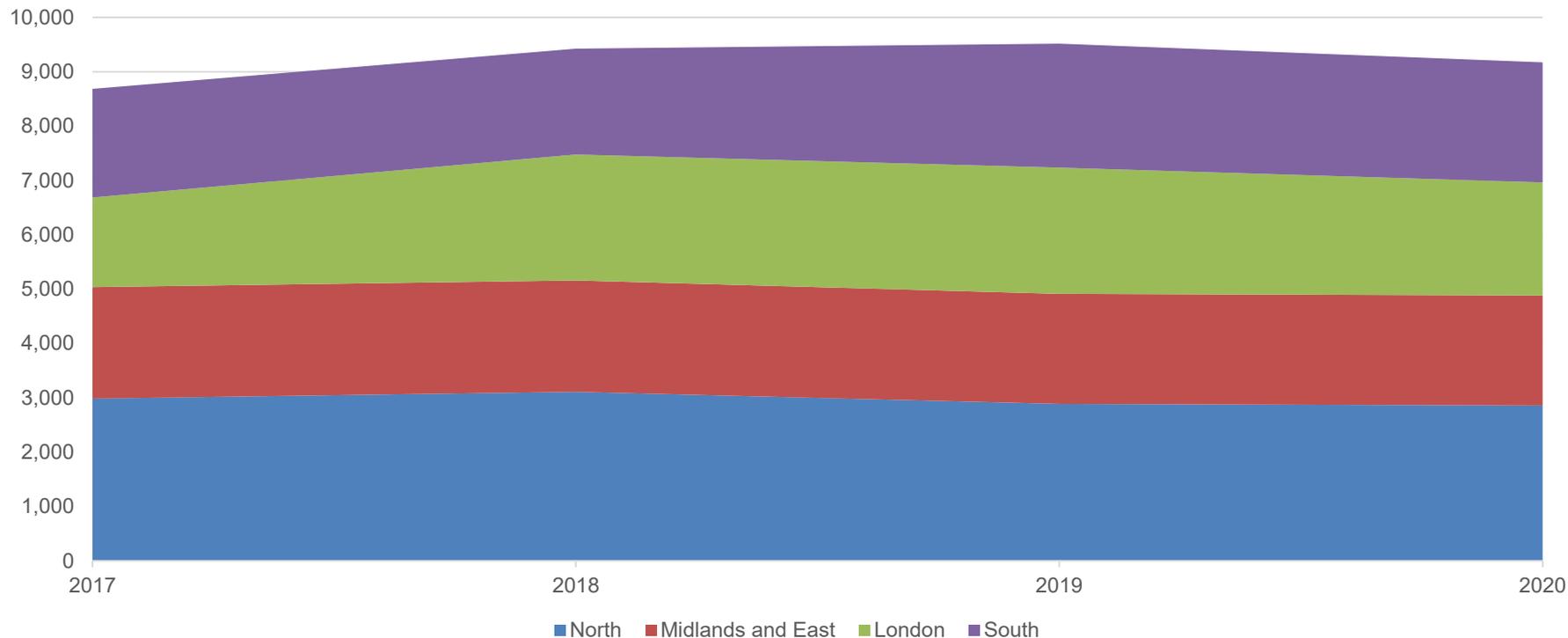
All plans contain the following information and are being reviewed via the governance process:

- Region-specific workforce plan/*waterfall* diagram
- Regional indicative expansion
- Regional growth trajectory
- Engagement and alignment across regional STPs
- Regional next steps, key issues and risks

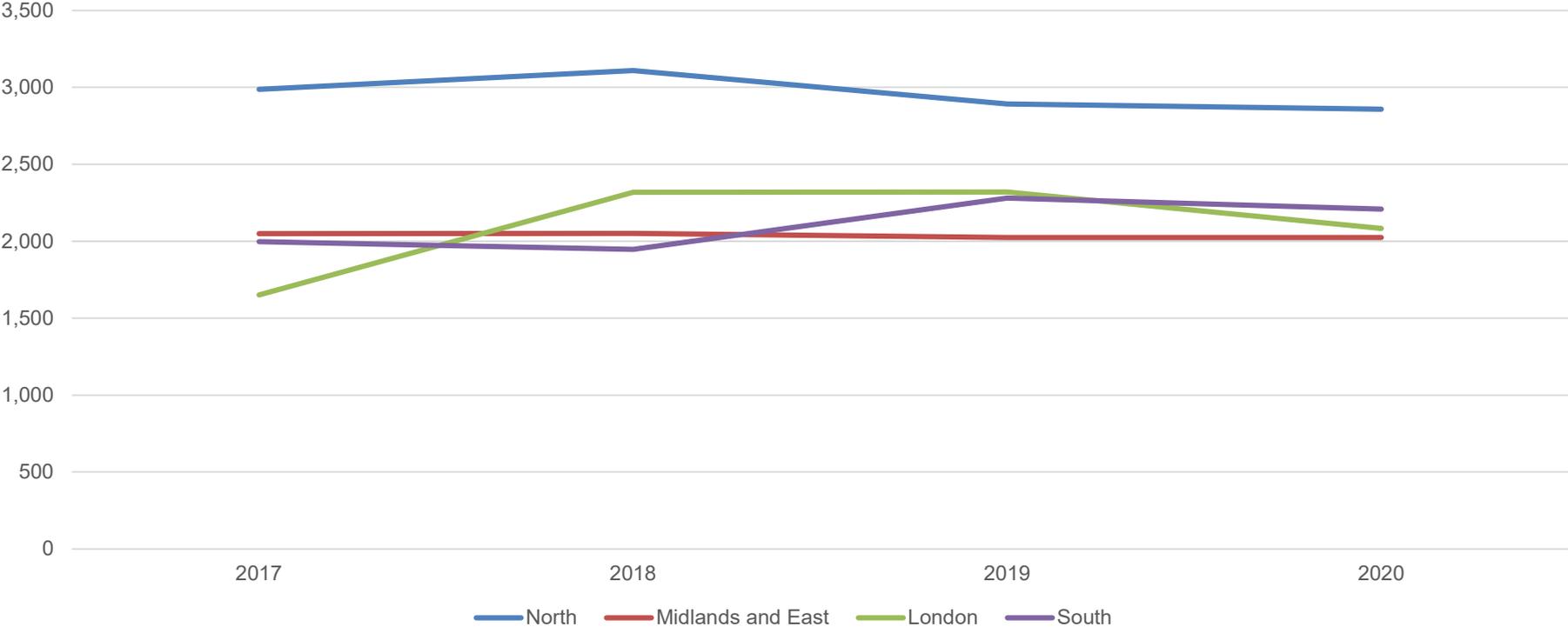
Each of regions are reporting the following projected growth:

Regions	Required Growth <i>**apportioned Regional Growth from Stepping Forward publication</i>	June 2018 STP confirmed expansion plans
North	6,212	6,549
London	3,216	2,497
South	5,177	4,111
Midlands and East	6,194	5,602
Totals	20,799	18,759

Newly Qualified Education Output between 2017 and 2020 - England



Newly Qualified Education Output between 2017 and 2020 - England



Regional Workforce Plans

Next Steps...

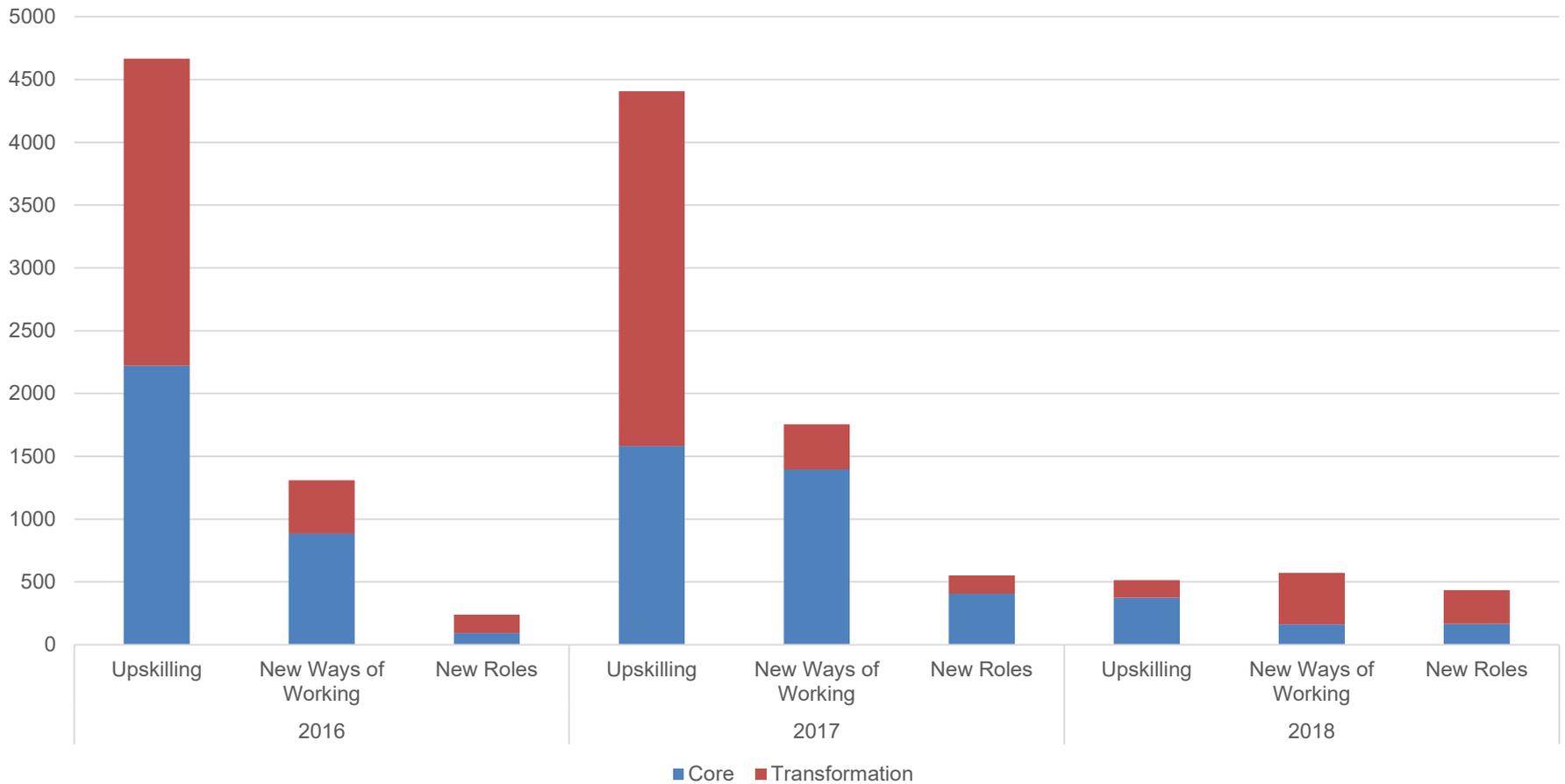
- The final plans state that each of the four regions is now on track to achieve or over-achieve their required growth.
- Any gaps will be bridged by working with STPs to identify growth opportunities with organisations delivering NHS care or by the development of new roles and new ways of working.
- Discussions with all stakeholders (STPs, CCGs and Employers) will continue to successfully deliver the MH service model, and address workforce implications to 2021 and beyond.
- Engagement with the developing NHS Long Term Plan
- Health Education England will also continue its work in the development of new roles as well as the implementation of the CYP Green Paper and Mental Health Support Teams

Regional Workforce Plans

New Roles for Mental Health

- As part of *Stepping Forward* Health Education England needs to move an additional 8,000 people into new roles.
- Further development of these roles through the regional workforce plans will be a crucial next step for transformation within the regions.
- The implementation of policy changes such as the CYP Green Paper and aspects of the regional workforce plans rely on the development of new roles to achieve their ambitions.
- It is hoped that greater exposure to mental health placements during their training will lead to more Nursing Associates, Physician Associates and others choosing a permanent career in Mental Health.

Numbers of staff upskilled/new roles/new ways of working for the period 2016-2018 - England



Collating the Workforce Numbers

- When collecting a large dataset there are often unforeseen complexities. HEE is currently working on making sure we can accurately identify and record the upskilling of both the mental and non mental health workforce as well as the new or expanded roles that are being introduced.
- These complexities are being worked through with our partners at NHS Digital, to accurately collate and track the delivery of each regions workforce plan.
- With some NHS services being delivered by non-NHS workforce, we need to fully consider how we capture these numbers accurately both across the regional workforce plans, and as we move forward.

Regional Workforce Plan

Provider Support

- Each of the four regions has engaged with service providers to make sure that training remains a key priority.
- Health Education England continues to work with providers to retain mutual trust to help deliver the workforce plans and additional training requirements.
- Confidence and continued support for training from commissioned providers is needed as a priority to help access new career pathways, identify retention initiatives and expand the workforce.

Thank You

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